

City of Sparks Fiscal Impact Assessment Summary Required by NRS 288.153

Employee Group = IAFF Local No. 1265

Term = 7/1/17 - 6/30/18

NRS 288.153 Agreement must be approved at public hearing; report of fiscal impact of agreement. Any new, extended or modified collective bargaining agreement or similar agreement between a local government employer and an employee organization must be approved by the governing body of the local government employer at a public hearing. The chief executive officer of the local government shall report to the local government the fiscal impact of the agreement.

Contract Changes with Fiscal Impact

Short description	General Fund - 79 FTE's			Other Funds - 1 FTE			Assumptions
	FY18	FY19	FY20	FY18	FY19	FY20	
FY18 2% COLA	186,000	186,000	186,000	2,300	2,300	2,300	
Special Teams pay percentages will now be applied to the employee's base pay as opposed to the top step Firefighter pay	15,000	15,000	15,000				
Vacation accrual rates increased beginning at 10 years of service	59,000	59,000	59,000	900	900	900	Assumes additional vacation hours are taken as leave and costs listed assume the leave hours are covered by overtime
Total	\$260,000	\$260,000	\$260,000	\$3,200	\$3,200	\$3,200	

Potential Liability Increases

Increase vacation accrual maximum from 320 to 380 hours for 40-hour employees		5,000					Maximum amount assumes 2 employees increase annual balance by 60 hours by end of year 2
Increase vacation accrual maximum from 448 to 500 hours for 56-hour employees		14,000					Maximum amount assumes 10 employees increase annual balance by 52 hours by end of year 2
Total potential liability increases	\$0	\$0 - \$19,000	\$0	\$0	\$0	\$0	